

**NOTICE PURSUANT TO THE
WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**

To: Ms. Jennifer Long
Indiana Department of Workforce Development
10 North Senate Avenue
Indianapolis, IN 46204
Fax No. (317) 233-6081

Mr. Dick Moore, Mayor
Municipal Building
229 S. Second Street
Elkhart, IN 46516
Fax No. (574) 293-7964

From: Joseph McPhilamy
Director, Human Resources
Philips Products, Inc.
3221 Magnum Drive
P.O. Box 2327
Elkhart, IN 46515

Date: July 2, 2009

Dear Ms. Long and Mr. Moore:

On June 3, 2009 and June 23, 2009 I wrote to you to advise of a plant closing. As promised in those notices, I am writing to provide you with an update to the schedule of employee separations for those employees whose separation dates were not yet determined on June 3, 2009 and June 23, 2009.

As you previously were advised, Philips Products, Inc. will permanently lay off and terminate the employment of its employees at its division headquarters and production facility located at 3221 Magnum Drive, Elkhart, IN 46516 (collectively, the "Plant"). The entire Plant will be closed beginning on August 5, 2009 (or on a date during the 13-day period immediately following August 5, 2009) and the first employment separations will occur on August 5, 2009 (or within the 13-day period immediately following August 5, 2009.) This Plant closing and employment separations are permanent.

This action will affect all hourly and salaried employees in the Plant. With respect to this employment action, the job titles of all affected positions, the total number of affected actively working employees (including part-time employees) currently in each job classification who are affected, and currently known separation dates are shown on the attached Schedule "A".



As shown on Schedule "A", most of the affected employees are to be separated on August 5, 2009 (or on a date during the 13-day period immediately following August 5, 2009); additional employees will be separated on August 24, 2009 (or on a date during the 13-day period immediately following August 24, 2009); the remaining employees will be separated on September 2, 2009 or September 7, 2009, (or on a date during the 13-day period immediately following September 2, 2009 or September 7, 2009).

I am enclosing another copy of Schedule "B" listing the job titles and number of previously laid off employees who had an opportunity for recall from layoff under the Philips' Products handbook, who are affected by the plant closing and who were previously given advance notice that their opportunities for recall and employment will end due to the plant closing. There is no change to this Schedule.

There is no Union representative of the affected employees. There are no bumping or transfer rights with respect to this action. Questions concerning this permanent action should be directed to Joseph G. McPhilamy, Director Human Resources, Philips Products, Inc., 3221 Magnum Drive, Elkhart, IN 46515; tel. no. (574) 296-0009.

Schedule "A" - Elkhart, IN
Listing Information About Active Employees Who Will Be Separated

Job Title	No. of Employees	Date of Employment Termination/Permanent Layoff*
Bender	1	August 5, 2009
CNC/PLC Operator	9	August 5, 2009
Cmr. Butyl Operator	1	August 5, 2009
Glasscutter	1	August 5, 2009
Local Driver	2	August 5, 2009
Local Driver	2	September 2, 2009
Mach Tech.-Train	1	September 2, 2009
Machine & Tool Technician	2	September 2, 2009
Maintenance Helper	1	September 2, 2009
Material Handler	25	August 5, 2009
OTR Driver	5	August 5, 2009
OTR Driver	2	September 7, 2009
Production Worker	59	August 5, 2009
Quality Technician	3	August 5, 2009
Receiver	8	August 5, 2009
SGL-(Grdfthr)L/G II	1	August 5, 2009
SGL-L/GII	10	August 5, 2009
SGL-Machine & Tool Tech	1	September 2, 2009
SGL-Shipping	1	August 5, 2009
Welder	1	August 5, 2009
Shipper	9	August 5, 2009
Administration Manager	1	August 5, 2009
Customer Service Coordinator	1	August 5, 2009
Fleet Manager	1	September 2, 2009
General Clerk A	1	August 5, 2009
H.R. Administrator	2	August 5, 2009
H/R Manager	1	September 2, 2009
Lean Coordinator	1	August 5, 2009
Materials Manager	1	August 5, 2009
Order Entry Clerk	3	August 5, 2009
Plant Manager	1	September 2, 2009
Prod. Supervisor	3	August 5, 2009
Prod. Supervisor	2	September 7, 2009
Production Scheduler	2	August 5, 2009
Q. A. Manager	1	August 5, 2009
Shipping Supervisor	1	September 2, 2009
Accounting Clerk	2	August 5, 2009
Admin. Asst.	1	September 7, 2009
Application Analyst	1	August 5, 2009
Bldg. Maintenance	2	August 24, 2009
Comp & Benefits Admin	1	September 2, 2009
Cost Actg. Supervisor	1	August 5, 2009
Credit Administrator	1	August 5, 2009
Credit Analyst	1	August 5, 2009

Schedule "A" - Elkhart, IN
Listing Information About Active Employees Who Will Be Separated

Job Title	No. of Employees	Date of Employment Termination/Permanent Layoff*
Credit Analyst	1	August 24, 2009
Credit Manager	1	September 2, 2009
Director-Quality Assurance	1	August 24, 2009
Director of Human Resource	1	September 2, 2009
Director of Operators	1	September 7, 2009
Engineering Tech	1	August 5, 2009
Engr Admin Assistant	1	August 5, 2009
Engr. Test Technician	1	August 5, 2009
Field Service Tech	7	August 5, 2009
General Accountant	1	September 2, 2009
General Accountant	1	August 24, 2009
General Clerk-B	1	August 5, 2009
Lean Coordinator	1	August 5, 2009
Manufacturing Engineer	1	September 2, 2009
Material Manager	1	September 2, 2009
Mfg. Engineer Manager	1	September 2, 2009
Mfg. Engineering Technician	1	September 2, 2009
MIS Manager	1	September 2, 2009
MIS Operations Supv.	1	August 5, 2009
MIS Tech Svcs. Supv.	1	September 2, 2009
Mktg/Sales Suppt Clerk-MH/RV	1	August 5, 2009
Mktg/Sales Suppt Clerk-RES	2	August 5, 2009
National Sales Mgr.-MH/RV	1	August 24, 2009
National Service Manager	1	August 24, 2009
Operations Manager	1	September 7, 2009
P.C. Specialist	1	August 5, 2009
Payroll Clerk	1	September 2, 2009
PCM Systems Manager	1	August 5, 2009
President	1	September 2, 2009
Pricing Administrator-Res	1	August 5, 2009
Product Data Base Coordinator	2	August 5, 2009
Product Engineer	2	August 5, 2009
Product Manager-Res	1	August 5, 2009
Project Engineering Mgr.	1	August 24, 2009
Purchasing Agcnt	1	September 2, 2009
Rcg Sales Mgr.-Res	2	August 5, 2009
Regional Sales Manager-MH/RV	2	August 5, 2009
Sales & Mkt. Adm.-Res	2	August 5, 2009
Sales Engineer-MH/RV	3	August 5, 2009
Sales Engineer-Res	7	August 5, 2009
Snr. Systems Analyst/Programmer	1	August 5, 2009
Special Projects Manager	1	August 24, 2009
Test & compliance Engineer	1	August 5, 2009
Tool Specialist	2	September 7, 2009

Schedule "A" - Elkhart, IN
Listing Information About Active Employees Who Will Be Separated

Job Title	No. of Employees	Date of Employment Termination/Permanent Layoff*
Tooling Manager	1	September 7, 2009
VP Engineering	1	August 24, 2009
VP Sales & Marketing - Res	1	August 24, 2009
VP/Controller	1	September 2, 2009
Warranty Administrator	1	August 24, 2009
Warranty Service Rep	2	August 24, 2009
Total	249	

* (or on a date within the 13-day period immediately following the date of employment termination/permanent layoff).

Schedule "B" - Elkhart, IN
Listing Information About Previously Laid Off Employees Whose
Recall Opportunities Will Be Terminated

Job Title	No. of Employees	Date of Termination of Recall Opportunity
Production Worker	32	August 5, 2009
SLG - L/G	1	August 5, 2009
Shipper	1	August 5, 2009
Total	34	